

94-2081 CO, DENVER

04/02/02

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WASHINGTON D.C. 20210

William W. Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: 1994-2081  
Revision No.: 19  
Date Of Last Revision: 03/28/2002

State: Colorado

Area: Colorado Counties of Adams, Arapahoe, Boulder, Clear Creek, Denver, Douglas, E Gilpin, Grand, Jackson, Jefferson, Logan, Morgan, Park, Phillips, Sedgwick, Summit, Washington, Weld, Yuma

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	10.53
Accounting Clerk II	10.89
Accounting Clerk III	13.08
Accounting Clerk IV	14.80
Court Reporter	14.45
Dispatcher, Motor Vehicle	14.45
Document Preparation Clerk	11.33
Duplicating Machine Operator	10.81
Film/Tape Librarian	11.99
General Clerk I	8.79
General Clerk II	9.87
General Clerk III	10.08
General Clerk IV	12.82
Housing Referral Assistant	16.58
Key Entry Operator I	11.22
Key Entry Operator II	13.41
Messenger (Courier)	8.89
Order Clerk I	12.16
Order Clerk II	12.83
Personnel Assistant (Employment) I	11.93
Personnel Assistant (Employment) II	13.77
Personnel Assistant (Employment) III	16.16
Personnel Assistant (Employment) IV	17.55
Production Control Clerk	16.58
Rental Clerk	12.54
Scheduler, Maintenance	12.54
Secretary I	12.83
Secretary II	13.48
Secretary III	15.20
Secretary IV	18.09
Secretary V	20.09
Service Order Dispatcher	12.54
Stenographer I	11.68
Stenographer II	14.30
Supply Technician	17.74
Survey Worker (Interviewer)	13.48
Switchboard Operator-Receptionist	11.42
Test Examiner	14.45
Test Proctor	14.45
Travel Clerk I	12.50
Travel Clerk II	13.11
Travel Clerk III	14.03

Word Processor I	11.11
Word Processor II	12.82
Word Processor III	15.05
Automatic Data Processing Occupations	
Computer Data Librarian	11.91
Computer Operator I	13.19
Computer Operator II	14.81
Computer Operator III	19.09
Computer Operator IV	21.18
Computer Operator V	23.47
Computer Programmer I (1)	16.60
Computer Programmer II (1)	20.03
Computer Programmer III (1)	24.53
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	24.70
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.70
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.69
Automotive Glass Installer	17.05
Automotive Worker	17.05
Electrician, Automotive	17.99
Mobile Equipment Servicer	15.50
Motor Equipment Metal Mechanic	18.33
Motor Equipment Metal Worker	17.05
Motor Vehicle Mechanic	18.33
Motor Vehicle Mechanic Helper	14.45
Motor Vehicle Upholstery Worker	17.05
Motor Vehicle Wrecker	17.05
Painter, Automotive	17.33
Radiator Repair Specialist	17.05
Tire Repairer	14.98
Transmission Repair Specialist	18.33
Food Preparation and Service Occupations	
Baker	13.29
Cook I	10.50
Cook II	11.56
Dishwasher	8.28
Food Service Worker	8.44
Meat Cutter	12.14
Waiter/Waitress	9.09
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	17.33
Furniture Handler	14.45
Furniture Refinisher	17.33
Furniture Refinisher Helper	14.45
Furniture Repairer, Minor	16.45
Upholsterer	17.33
General Services and Support Occupations	
Cleaner, Vehicles	9.59
Elevator Operator	9.59
Gardener	12.96
House Keeping Aid I	7.93
House Keeping Aid II	9.00
Janitor	9.57
Laborer, Grounds Maintenance	10.45
Maid or Houseman	7.84
Pest Controller	12.14
Refuse Collector	9.59
Tractor Operator	12.26
Window Cleaner	10.43
Health Occupations	
Dental Assistant	13.36
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.48

Licensed Practical Nurse I	12.30
Licensed Practical Nurse II	13.80
Licensed Practical Nurse III	15.45
Medical Assistant	10.38
Medical Laboratory Technician	11.94
Medical Record Clerk	10.38
Medical Record Technician	13.81
Nursing Assistant I	8.32
Nursing Assistant II	9.62
Nursing Assistant III	12.03
Nursing Assistant IV	13.50
Pharmacy Technician	12.74
Phlebotomist	10.51
Registered Nurse I	19.04
Registered Nurse II	22.41
Registered Nurse II, Specialist	22.41
Registered Nurse III	22.41
Registered Nurse III, Anesthetist	28.28
Registered Nurse IV	28.28
Information and Arts Occupations	33.90
Audiovisual Librarian	16.82
Exhibits Specialist I	16.92
Exhibits Specialist II	20.96
Exhibits Specialist III	25.57
Illustrator I	16.95
Illustrator II	21.00
Illustrator III	25.61
Librarian	20.24
Library Technician	15.69
Photographer I	13.28
Photographer II	15.75
Photographer III	19.51
Photographer IV	23.79
Photographer V	28.87
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.83
Counter Attendant	8.83
Dry Cleaner	9.08
Finisher, Flatwork, Machine	8.83
Presser, Hand	8.83
Presser, Machine, Drycleaning	8.83
Presser, Machine, Shirts	8.83
Presser, Machine, Wearing Apparel, Laundry	8.83
Sewing Machine Operator	9.76
Tailor	13.90
Washer, Machine	10.17
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	17.33
Tool and Die Maker	20.40
Material Handling and Packing Occupations	
Forklift Operator	14.70
Fuel Distribution System Operator	15.66
Material Coordinator	17.03
Material Expediter	17.03
Material Handling Laborer	11.86
Order Filler	11.18
Production Line Worker (Food Processing)	12.87
Shipping Packer	11.44
Shipping/Receiving Clerk	11.68
Stock Clerk (Shelf Stocker; Store Worker II)	12.06
Store Worker I	11.44
Tools and Parts Attendant	14.80
Warehouse Specialist	12.87
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	17.99

Aircraft Mechanic Helper	14.45
Aircraft Quality Control Inspector	17.52
Aircraft Servicer	16.45
Aircraft Worker	16.73
Appliance Mechanic	17.33
Bicycle Repairer	14.98
Cable Splicer	17.99
Carpenter, Maintenance	17.33
Carpet Layer	16.73
Electrician, Maintenance	21.64
Electronics Technician, Maintenance I	17.16
Electronics Technician, Maintenance II	18.72
Electronics Technician, Maintenance III	19.86
Fabric Worker	16.45
Fire Alarm System Mechanic	17.99
Fire Extinguisher Repairer	16.45
Fuel Distribution System Mechanic	18.17
General Maintenance Worker	16.19
Heating, Refrigeration and Air Conditioning Mechanic	17.99
Heavy Equipment Mechanic	17.99
Heavy Equipment Operator	18.30
Instrument Mechanic	17.99
Laborer	9.55
Locksmith	17.33
Machinery Maintenance Mechanic	17.99
Machinist, Maintenance	18.11
Maintenance Trades Helper	14.45
Millwright	17.99
Office Appliance Repairer	17.33
Painter, Aircraft	17.33
Painter, Maintenance	17.55
Pipefitter, Maintenance	18.25
Plumber, Maintenance	17.33
Pneumatic Systems Mechanic	17.99
Rigger	17.99
Scale Mechanic	16.73
Sheet-Metal Worker, Maintenance	17.99
Small Engine Mechanic	16.73
Telecommunication Mechanic I	17.99
Telecommunication Mechanic II	18.54
Telephone Lineman	17.99
Welder, Combination, Maintenance	17.99
Well Driller	18.18
Woodcraft Worker	17.99
Woodworker	16.73
Miscellaneous Occupations	
Animal Caretaker	9.88
Carnival Equipment Operator	9.99
Carnival Equipment Repairer	10.77
Carnival Worker	7.81
Cashier	7.69
Desk Clerk	9.18
Embalmer	20.60
Lifeguard	9.83
Mortician	20.60
Park Attendant (Aide)	10.32
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.21
Recreation Specialist	9.68
Recycling Worker	12.26
Sales Clerk	8.21
School Crossing Guard (Crosswalk Attendant)	9.59
Sport Official	7.14
Survey Party Chief (Chief of Party)	12.70
Surveying Aide	7.05

Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.55
Swimming Pool Operator	12.65
Vending Machine Attendant	10.66
Vending Machine Repairer	12.65
Vending Machine Repairer Helper	10.66
Personal Needs Occupations	
Child Care Attendant	8.03
Child Care Center Clerk	9.13
Chore Aid	7.77
Homemaker	11.52
Plant and System Operation Occupations	
Boiler Tender	19.34
Sewage Plant Operator	17.33
Stationary Engineer	19.34
Ventilation Equipment Tender	14.45
Water Treatment Plant Operator	17.33
Protective Service Occupations	
Alarm Monitor	14.78
Corrections Officer	19.00
Court Security Officer	18.53
Detention Officer	19.00
Firefighter	17.56
Guard I	6.83
Guard II	11.35
Police Officer	24.96
Steveldoring/Longshoremen Occupations	
Blocker and Bracer	15.24
Hatch Tender	15.24
Line Handler	15.24
Steveldore I	14.61
Steveldore II	18.23
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.44
Air Traffic Control Specialist, Station (2)	20.30
Air Traffic Control Specialist, Terminal (2)	22.35
Archeological Technician I	16.57
Archeological Technician II	18.52
Archeological Technician III	22.96
Cartographic Technician	21.18
Civil Engineering Technician	19.24
Computer Based Training (CBT) Specialist/ Instructor	24.70
Drafter I	13.93
Drafter II	15.62
Drafter III	18.53
Drafter IV	22.94
Engineering Technician I	13.88
Engineering Technician II	16.27
Engineering Technician III	19.42
Engineering Technician IV	22.75
Engineering Technician V	26.14
Engineering Technician VI	31.64
Environmental Technician	20.93
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	20.00
Instructor	20.96
Laboratory Technician	16.42
Mathematical Technician	22.38
Paralegal/Legal Assistant I	15.54
Paralegal/Legal Assistant II	18.61
Paralegal/Legal Assistant III	22.70
Paralegal/Legal Assistant IV	27.49
Photooptics Technician	20.79
Technical Writer	25.88
Unexploded (UXO) Safety Escort	18.71
Unexploded (UXO) Sweep Personnel	18.71

Unexploded Ordnance (UXO) Technician I	18.71
Unexploded Ordnance (UXO) Technician II	22.64
Unexploded Ordnance (UXO) Technician III	27.13
Weather Observer, Combined Upper Air and Surface Programs (3)	18.34
Weather Observer, Senior (3)	20.79
Weather Observer, Upper Air (3)	18.34
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	14.30
Parking and Lot Attendant	7.94
Shuttle Bus Driver	12.73
Taxi Driver	11.72
Truckdriver, Heavy Truck	17.26
Truckdriver, Light Truck	11.93
Truckdriver, Medium Truck	16.57
Truckdriver, Tractor-Trailer	17.26

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, and 4 weeks after 15 years. Length of service includes the who of continuous service with the present contractor or successor, wherever employed, a the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substit any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordance, explosives incendiary materials. All operations involving reggrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i

such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, an hauling of ordance, explosive, and incendiary ordance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differentials.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$1.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication was obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))**

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., approval level of skill comparison) between such unlisted classifications and the classification listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C) (vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order p classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.